

California National Guard - Human Resources Office

Army Active Guard Reserve (AGR) Statewide Officer O-4 Vacancy Announcement

1 POSITION

Announcement Number: 022-18		Opening Date: 13 November 2017	Closing Date: Open Until Filled
Position Title: Deputy Commander	UIC/TDA/UMR Para/Line Number: W90EE1/001B/01	DMOS/Branch: 42H00	Maximum Grade: O-4 Minimum Grade: O-4
BDE/Unit Name and Address: REC & RET BN 850 All America City Blvd, Roseville, CA 95678		Selecting Official: REC & RET BN Commander	Personnel Eligible to Apply: Male <input checked="" type="checkbox"/> Female <input checked="" type="checkbox"/> Officer <input checked="" type="checkbox"/> **See Below Warrant Officer <input type="checkbox"/> Enlisted w/cert of Eligibility <input type="checkbox"/> Proponent Pre-determination <input type="checkbox"/>
Security Clearance Requirement: <input type="checkbox"/> Top Secret <input checked="" type="checkbox"/> Secret <input type="checkbox"/> Top Secret SBI/SCI <input type="checkbox"/> National Agency Check-LC		Minimum Military Education Requirements: Captains Career Course	

Area of Consideration

Membership Eligibility: Statewide means: The applicant must be a Current California Army National Guard and must have the potential to become 42H MOSQ within 12 months of Initial tour in order to apply.

Conditions of Employment

IAW AR 135-18, NGR 600-5, and CA ARNG Pam 600-200 applicants must meet the following requirements prior to applications being forwarded for board consideration:

Applications from Soldiers who do not qualify under AR 135-18, Table 2-1, or who have a non-waivable disqualification under Table 2-3, or who fail to meet any additional requirements prescribed by Chief, National Guard Bureau, will be disapproved and returned to the applicant. Soldiers who qualify under Table 2-1, but have a waivable disqualification under Table 2-2, will attach a request for the appropriate waiver to their applications. Applications received without approved waiver will be returned without action.

- New hire authorizations are subject to priority of fill process IAW with CA ARNG Pamphlet 600-200, 2-2c.; priority fills will supersede all other new hires IAW approved AGR allocations. Effective date of hire will be determined in accordance with priority fill determination / funding.
- To qualify for initial entry into the ARNG Title 32 AGR FTNGD Program applicants must meet the requirements of AR 135-18 (The Active Guard Reserve (AGR) Program); have an approved waiver per AR 135-18; not be disqualified per AR 135-18; and meet any additional requirements prescribed by the Director, Army National Guard
- Officer or Warrant Officer who has not received a referred officer evaluation report under the AR 623-3, in the past 36 months preceding the date of application or the scheduled date of entry in the AGR Program.
- Soldier must not have been relieved for cause from any duty position, including but not limited to relief from command, in the 36-month period preceding the date of application for the AGR Program, or the scheduled date of entry in the AGR Program.
- All applicants will sign a NGB Form 34-2 (Certificate of Agreement and Understanding) during their accession process into the ARNG Title 32 AGR FTNGD Program..
- Accessions into the AGR Program with assignment to Positions of Significant Trust (POST) requires screening of personnel selected for suitability and security before assignment to POST. In order to ensure the best qualified personnel serve in identified POST. The Position of Trust standards are qualifications for specified assignments and not a standard of service.
- This position is in the Full Time Military Force (FTM) – Active Guard Reserve (AGR) program. Military Status will be: Full-Time Military Title 32 Section 502 (f) (AGR). Initial AGR tours are three (3) years.
- Stabilization Policy (When Applicable): IAW NGR (AR) 600-5 Chapter 3, Para 3-5(c). Soldiers entering an initial three-year tour must serve a minimum of 36 months if not MOS qualified, 24 months if qualified. This time period is waivable to 18 months before a soldier can be considered for another AGR position within the State. A waiver request must be submitted IAW NGR 600-5, and CA ARNG Circular 135-18 for initial tour Soldiers with 18 months on AGR status.
- Applicants must not have been relieved for cause from any duty position in the 36-month period preceding the date of application for the AGR Program, or the scheduled date of entry in the AGR Program.
- Applicants must not be Flagged (Adverse, APFT, or Height and Weight) or be in a Medical Non-Deployable (MND) status (IAW AR 40-501, pregnancy is not a disqualifying condition).
- Applicants must currently meet the security clearance requirement.
- IAW AR 135-18, Table 2-1 Rule C (1). Prior to entry on AD or FTNGD in the AGR program, applicants must be medically certified as drug free, be tested negative for Human Immunodeficiency Virus (HIV). HIV test must be within six months.

- IAW AR 135-18, Table 2-1 Rule C (3) and NGB-ARH-08-025. Prior to entry on AD or FTNGD in AGR Program, applicants must meet medical fitness standards. PHA must be within 12 months.

Applicants selected for the AGR Program and meeting any one of the following disqualifications, will require a NGB waiver prior to entry:

- Unable to serve a minimum of three (3) years on AGR Status prior to achieving eighteen (18) years-active federal status, retention control point (RCP) or reaching the age of 60.
- Entitled to military retired pay.
- Was voluntarily released from the AGR program for 2 or more days and one year has not elapsed since the date of the release.
- IAW AR 135-18, Table 2-1 Rule C (1). Prior to entry on AD or FTNGD in the AGR program, applicants must be medically certified as drug free, be tested negative for Human Immunodeficiency Virus (HIV). HIV test must be within six months.

Primary Duties and Responsibilities

Establish subordinate unit attrition management goals and implement/assign attrition/retention goals in officer evaluation support forms, officer evaluation reports, and non-commissioned officer evaluation reports to ensure accountability of the goals to these leaders; Conduct retention and attrition training using the full spectrum retention tools available through the RRC; Ensure that all incoming Soldiers are assigned a sponsor. Ensure that every Soldier is provided the opportunity to compete for position vacancies to enhance personal and professional growth; Use the Director's Personnel Readiness Overview (DPRO) to maintain visibility of the unit's strength readiness posture. The DPRO program allows "pushing" of the data to subordinate commanders to ensure that the data is communicated down the chain of command; Implement and monitor the State SM Program based on guidance from RRC and State leadership; Develop and implement short, mid and long range planning guidance for the RRC and ensure that adequate funding, training, advertising and logistical support is allocated for the successful operation and support of the RRC; Manage and supervise the hiring, placement and assignment of RRC personnel. Ensure that Personnel Application (PER) and Force Structure Address, & Zip Code Realignment (FAZR) is updated to keep Army Recruiter Information Support System (ARISS) information accurate; Review and follow NGB established enlistment criteria, incentive policies, benefit programs, training and career development policies for RRC functional positions, National SM Programs, initiatives, and incorporate into existing State SM policies and plans; Develop, implement and manage a comprehensive SM awards program that provides incentive for the RRC, traditional Soldiers, schools and civic organizations; Ensure that unit leaders and FTS personnel are adequately trained to implement the State SM Program; Adjudicate processing issues at the MEPS by participating in the Inter-service Recruiting Committee (IRC); Mandate usage of ARISS within the RCP and monitor compliance; Ensure that ARISS processing is completed accurately to allow the new Soldier's personnel record to transfer from ARISS to other Personnel accountability systems. (SIDPERS / ARISS Interface); Manage all RSP personnel within RCP ensuring that all recruits are prepared and ship to IADT successfully; Manage recruit's NES and discharge process.

Additional Requirements:

- RRBN applicants must complete the Position of Significant Trust (POST) packet for a Suitability and Security Screening, in conjunction with the submission of the AGR application. Submit completed documents to SFC Lori Marsh via email at lori.l.marsh2.mil@mail.mil. For questions or concerns regarding POST process call 916-854-1325
- All Soldiers performing a recruiting function and in a duty position on the Recruiting and Retention Battalion (RRBN) TDA must meet the Positions of Significant Trust Assignments requirements and must have the following completed for validation of hire: Complete DA 7424, Favorable NACLC, National Sex Offender search negative, Favorable OMPF with no Type 1 or Type 2 offenses, Police records check with a DD369 and Favorable LIVESCAN.
- Must enroll or be enrolled in CGSC DL within 3 months of AGR hire date.
- Must be able to attain 42H branch qualification within 12 months of AGR hire date.

Instructions for Applying

Interested applicants who meet the eligibility criteria listed in this announcement may apply by submitting the below listed documents to: California National Guard through SAFE <https://safe.amrdec.army.mil/SAFE/> in one .pdf file to ng.ca.caarng.mbx.agr-application@mail.mil (SAFE Instructions are below. **APPLICATIONS SUBMITTED AS AN UNENCRYPTED E-MAIL ATTACHMENT WILL NOT BE ACCEPTED.** All ineligible, illegible, or incomplete applications will be returned to the applicant without consideration from the hiring board. Complete applications must be received at the email address above as one completed file no later than 2359 Hours Pacific Standard time of the day the Vacancy Announcement closes. Items 1-15 below are required if for any reason an applicant is unable to submit all documents below, a memorandum from the applicant must accompany the application explaining the discrepancy with the applicants packet. **Applicants must, as a minimum, submit the following documents: If required item(s) are missing from your packet it will be returned to the applicant due to lack of information:**

- Applicant's Worksheet found at http://ngcatmpcalguard/HRO/Documents/Army_AGR/APPLICANTS%20WORKSHEET.pdf. Ensure that all items are completed in Parts I and Part II of the Notification of Results California National Guard Position.
- [NGB Form 34-1](#) dated 20131111 (with signature and date). Ensure that you annotate both Tour Number and Position Title on the top of page one, of the application.
- [NGB Form 34-2](#) dated 20140921 (with section II, and III filled out by the applicant).
- Most recent Medical Protection System Individual Medical Readiness (IMR) Record accessible through Army Knowledge Online AKO. The IMR must be dated within the last 12 months to be valid. (Available on AKO). <https://apps.mods.army.mil/MEDPROS/MyMedicalReadiness/default.aspx> (select **IMR record**).
- Letters of recommendation, or Officer Evaluation Report (OER) as required by the position announcement. Submit last 3 OERs if the previous 3 OERs are not available, supervisor must provide written statement/memo providing information as to why soldier's OERs are not available. Ensure that this letter is dated within 45 days of effective date of vacancy announcement and that it highlights job assignment, duties and capabilities.

6. **Certified Copy** of Officer Record Brief (ORB) or Enlisted Record Brief (ERB) and PQR as appropriate. ([Certified Copy – See frequently asked questions](#)) http://ngcatmpcalguard/HRO/Documents/Army_AGR/AGR%20FAQ.pdf
7. DA 1506 (Statement of Service).
8. Current Retirement Points Accounting Management (RPAM) Statement (NGB Form 23B (Army National Guard Retirement Points History Statement).
9. Certificate of Release or discharge (DD Form 214, (s), DD Form 220(s), and any accompanying DD Form 215(s) if applicable).
10. DA Photograph in military uniform taken within the last 24 months **is required**. DA photo must be taken IAW AR 640-30. The recommended photo size should be no smaller than a 3X5, but best size for photo should be 4X6, 5X5, 8X10. For Soldiers in the grade of E4 and E5, DA photos are not authorized IAW regulatory guidance; however a photo in the Army Service Uniform (ASU) or Army Class A Uniform (Green) must be submitted in keeping with the previously discussed sizes. ([DA Photo-See frequently asked questions](#))
11. **Certified copy** of current DA Form 705 (APFT Scorecard), within six months for “on-board” AGR Soldiers, and within 12 months for traditional Guardsmen. Ensure that height and weight are annotated. ([Certified Copy – See frequently asked questions](#))
12. **Certified copy** of current DA Form 5500 / DA Form 5501 as applicable, Must meet standards IAW AR 600-9. ([Certified Copy – See frequently asked questions](#))
13. Security Clearance Letter of Verification. (Letter of Verification can be obtained from the Brigade Security Manager).
14. Current DMV print out (within six months) must be enclosed with this packet. Must have a current driver's license. DMV online Driver's record can be submitted if it shows Soldier's name, current address, current driver license status and history on it. California DMV link: <http://dmv.ca.gov/online/dr/welcome.htm>. Soldiers unable to obtain a current DMV print out due to mobilization must provide a memorandum of justification. Upon return from mobilization, Soldiers must provide a DMV print out prior to orders being published.
15. Applicants who answer YES to questions 8 or 12 – 16 of section IV, NGB Form 34-1, dated 20131111, or have not completed initial entry training (IET) are ineligible to apply. **DD Form 214(s) that have unfavorable remarks to include Unsatisfactory Performance, Misconduct, Dropped from the Rolls (DRF) Unsuitability/Unfitness, or In Lieu of Court-Martial are ineligible to apply IAW AR 135-18, AR 135-91 Chapter 4, 26, AR 135-178 Chapter 3, 8, and 635-200 Chapter 11.**

Instructions for Submitting Applications

SAFE Instructions: Website: <https://safe.amrdec.army.mil/safe>

1. Select accordingly if you are accessing the website from a computer with CAC Access or not. Note: Either option will allow you to send an encrypted file.
2. Enter or confirm your name is entered, then enter email address (all e-mail addresses work with SAFE).
3. Click Browse to attach your PDF File and once selected it will appear under File(s) (Applications must be submitted as one file).
4. Once you see the file, click the Box next to Privacy Act Data.
5. To the right, in the Box “Description of Files,” please enter the following: “Announcement Number”, “Position Title”, and “Your Last Name” (i.e., A15-114, Recruiter, Smith)
6. Under Recipient Information enter the email address: ng.ca.caarng.mbx.agr-application@mail.mil and Click Add.
7. Confirm the e-mail address has moved to the Recipients List Box next to where you entered it.
8. Under Email Setting, Click on the following boxes:
 - a. Encrypt email message when possible.
 - b. (Optional) Notify me when file(s) downloads are STARTED (system generated email).
 - c. Notify me when file(s) downloads are COMPLETED (system generated email).
 - d. Require CAC for Pick-up (all recipients will need to log in with a CAC to download file(s)).
9. Click on FOUO.
10. Click Upload.

Remarks

Salary: Salary IAW current rank and active duty pay documents.

Equal Opportunity: The California National Guard is an Equal Opportunity Employer. All applicants will be protected under Title VI of the Civil Rights Act of 1964 against discrimination based on race, color, religion, gender or national origin.